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ABSTRACT

The Teaching as a New Career initiative was developed to help alleviate teacher shortages in the United States and to introduce separating, retiring, and retired military personnel to a second career in the teaching profession. This handbook provides information on the following topics: (1) requirements for teaching in elementary and secondary public schools, private schools, and vocational/technical schools; (2) incentives for teaching; (3) relative demand by teaching area; (4) National Teacher Examination; (5) State Departments of Education; (6) State Departments of Vocational Education; (7) alternative, accelerated, and adult teacher education programs; (8) national organizations for private schools; (9) private schools/state representatives; (10) teaching opportunities abroad; (11) Section Six Schools (on military installations in the United States); (12) Naval Junior Reserve Officer Training Corps (NJROTC); and (13) teacher education references. The main criterion for the programs, since they are for adults with leadership and group dynamic skills and experience, is flexibility. Specific criteria which differ from school to school are listed along with sites in Florida, Virginia, Washington, D.C., and California which have established programs to date. (LL)

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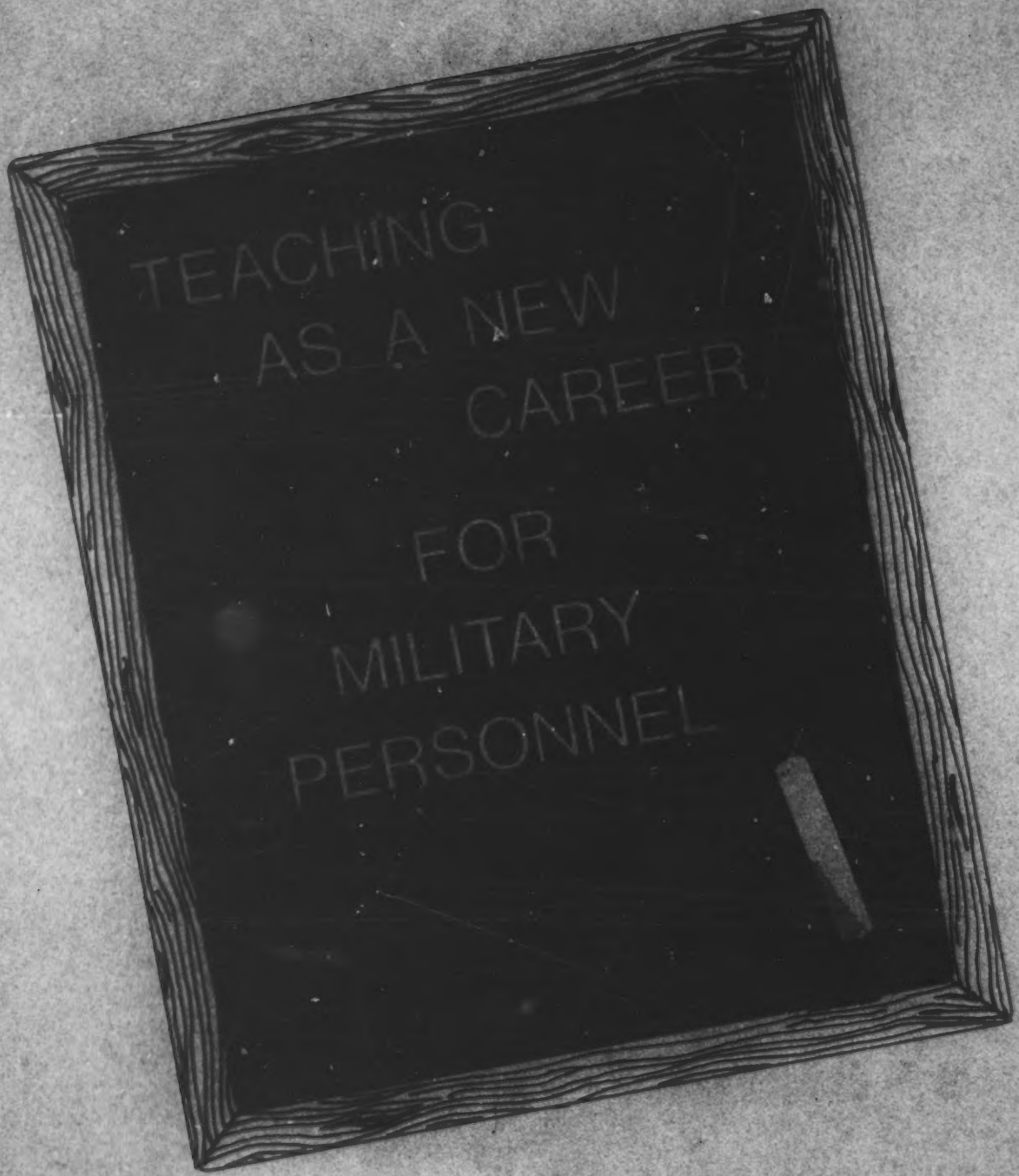

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JULY 1991

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Credit belongs to Sheila Nyjordet, Personal Excellence Coordinator, Pensacola, Florida, for single-handedly putting this booklet together for the first time in 1988. Since then, Ms. Nyjordet has distributed over 7,000 copies. The staff of Navy Personal Excellence and Partnerships Division (BUPERS-603) has updated, revised and reprinted the booklet for Navy-wide distribution. This edition supersedes May 1990 edition.

To obtain additional copies of this handbook, see your Navy Campus office or write:

Ms. Sheila Nyjordet
Naval Education and Training Program
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For more information regarding the Teaching as a New Career program or to provide updates or additions to this booklet contact:

Director, Personal Excellence and Partnerships Division
Bureau of Naval Personnel (Pers-603)
Washington, DC 20370-5000

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TEACHING AS A NEW CAREER (TANC)

The Teaching as a New Career initiative was developed to help alleviate teacher shortages in the United States and to enhance the quality of education. The program is endorsed by the Secretaries of Defense and Education, the Chief of Naval Education and Training, Chief of Naval Personnel and Director, Personal Readiness and Community Support Department, Bureau of Naval Personnel.

The following sites have established programs to date:

Jacksonville, FL	Jacksonville University
Pensacola, FL	University of West Florida
Orlando, FL	University of Central Florida
Norfolk, VA	Virginia Wesleyan University
	Norfolk State University
	Old Dominion University
Washington, DC	George Washington University (Math/Science secondary only)
	Marymount University (Navy Annex)
San Diego, CA	Southern Illinois University (NAS North Island)
	San Diego State University (NTC)
San Francisco, CA	San Francisco State University

The target audience	Active duty personnel within four years of retirement
	Members who have been retired for less than five years
	Reservists
	Spouses of military personnel
	Federal employees

TANC has another very important purpose. It serves as a transition vehicle for those talented people who separate or retire from the military. The main criterion for these programs, since they are for adults who have excellent leadership and group dynamic skills and experience, is flexibility. Specific criteria, which differ from school to school, may include the following:

- Convenient schedule and location
- Provisions to "test out" of appropriate courses
- Application for credit for documented life experience
- Waiver of some student teaching for former, documented teaching experience
- Internship possibility that pays teacher at full salary yet provides supervisory and mentor support and meets student teaching requirements
- On-base counseling
- Job placement assistance
- Counseling on financial assistance and military benefits
- Provision for transfer of at least some prior college/post graduate credits
- A memorandum of understanding between the base and the university
- A program director/coordinator for the university who acts as a liaison with the Navy representative
- A curriculum which fully meets state/university requirements
- An adult program, requiring minimal credits for certification without compromising high standards
- Curricula offered in a sequence such that students can complete courses in a reasonable, specified time

PURPOSE OF THIS HANDBOOK

This handbook introduces separating, retiring and retired military personnel to the teaching profession and provides information on the following:

- The need for competent teachers,
- The education and experience necessary to become a teacher in the following settings:

  Public schools (grades K-12)
  Private schools (grades K-12)
  Technical/vocational schools

- Teacher salaries and benefits,
- Teacher supply and demand,
- Teaching opportunities abroad,
- Section Six schools (stateside dependents' schools)
- NJROTC, and
- References and sources of information on teaching.

TEACHING - A MEANINGFUL NEW CAREER: THE IMPETUS

In 1983, then President Ronald Reagan inaugurated the National Partnerships in Education Program, which calls for increased involvement by America's private sector in efforts to improve the quality of our nation's education.

In 1986, then Chief of Naval Operations, Admiral James Watkins, implemented the Navy's Personal Excellence Program. A major component of this program encourages active duty Navy people to volunteer in our schools and retired persons to become teachers. Thousands of Navy people have responded by sharing their skills and expertise to help our youth realize their full potential in education, health, physical fitness and citizenship--Personal Excellence.

In 1986, then Secretary of Education, William Bennett, and then Secretary of Defense, Casper Weinberger, signed a formal agreement to encourage retiring and retired military men and women to seek second careers in teaching. Bennett said:

> *Many men and women who served in uniform have developed excellent leadership and teaching skills. If they will consider turning some of their experience and knowledge to teaching, it would be a good thing for our schools, our children and our nation.*

WHY TEACHING?

Because You are Needed

A Nation at Risk (1983), a report by the National Commission on Excellence in Education, documented

- The shortcomings of America's education system - its curricula, student achievement and teachers.
- The comparatively low standing of American students on international competitive tests.
- The decline of American students' average verbal scores on the Scholastic Aptitude Test (SAT) between 1963 and 1980.

This report motivated political leaders and educators at all levels to implement educational reforms. They moved swiftly to increase teacher salaries, reward qualified teachers, upgrade curricula, develop innovative programs, and make teacher certification programs more substantive.

Millions of Americans are functionally illiterate. "Functionally" illiterate means they cannot function successfully in day-to-day tasks; they are unable to write a check, address an envelope correctly or read a notice in a store.

What are the costs of illiteracy?

- Taxpayers spend six billion dollars annually for welfare and unemployment compensation.
- State and federal prisons spend over six billion dollars to incarcerate illiterate criminals each year.
- Approximately one out of five adults is not able to handle the demands of daily living.
- Colleges, the armed forces and U.S. companies spend millions of dollars annually on remedial courses for employees.
- Joblessness, homelessness, poverty, violence, and unfulfilled lives plague our society.

There are large numbers of "at risk" youth who are either homeless, economically disadvantaged, lacking supervision during non-school hours, exposed to drug abusers/dealers, learning disabled, or living with a combination of these factors. Many will not transition to a productive adulthood. One out of every four freshmen fails to graduate from high school.

Because Education is the Foundation of our Nation

In a world of rapidly changing technology and international competition, education is the foundation of a nation's success. Our Asian competitors as well as the Soviet Union have placed a priority on education of their young people. For example, the standard Soviet educational curricula in mathematics and hard sciences outstrip that received by the average American high school graduate. Soviet students are two years ahead of our students in math and science skills.

The United States is falling behind other industrialized nations as well. American students' abilities, as compared to those of students in other countries, are dangerously poor. On 19 tests administered to students internationally,

- Americans scored last in seven categories,
- American students never scored first or second,
- American eighth graders scored in the bottom ten percent in mathematics, and
- American twelfth graders scored markedly below average in all areas.

America's challenge is to be number one economically, financially, socially, and militarily. She cannot accomplish this goal with a third rate educational system. Our standard of living, jobs, families and national security are all at stake.

International competition is a major stimulus for dramatic changes in our educational system. Corporate America and the military are both spending billions of dollars annually to teach remedial skills that should have been learned in high school. These institutions are adding their voices to the swelling chorus of those calling for education reform. Failure to upgrade education can rend the social, economic and political fabric of our nation.

Because You are Well-Qualified

Military retirees represent a large candidate pool. Thousands of officer and enlisted military personnel retire each year with expertise in many areas, including math, science, computer skills, and technical skills such as aircraft maintenance, diesel mechanics, electronics, and nuclear power.

You can help alleviate the nation's teacher shortages in these subjects. Furthermore, some of you have the technical expertise to teach vocational education.

You have teaching experience. Teaching is not a new discipline for many military personnel. During your years of service, many of you have been assigned to instructor billets, and this experience has given you excellent teaching skills.

You have hands-on subject experience. Navy personnel can make a subject come alive and inspire students by giving exciting examples of the roles that math, physics, electronics and computer programming play in the every day functioning of the Navy and life in general.

You are well-educated. Many retired members have taken advantage of the educational opportunities they had in service. Thousands have received degrees, from associate to the doctorate level. A 1986 study reported more than 10,000 military personnel in the Army and Navy who had technical degrees and were in their seventeenth year of enlistment.

You have experience working with youth.

You retire at a relatively young age.

You serve as excellent role models.

You have leadership and organization skills.

You represent a valuable human resource.

Because There is a Demand for Teachers

According to the U.S. Department of Education, the need for more teachers is projected to continue through the next decade. A 1989 survey of Teacher Placement offices in 249 universities revealed there were considerable shortages of teachers in mathematics, physics, bilingual education, chemistry, computer science and 5 areas of special education. According to the American Federation of Teachers, 50% of math and science teachers are not qualified to teach these subjects.

Because many of the reasons that deterred military personnel from becoming teachers in the past are being eliminated, such as,

- Low salaries.
- Inflexible teacher certification requirements.
- Inability to transition to teaching soon after retiring because of teacher education requirements.
- Inability to substitute prior military teaching experience for student teaching requirements.
- Misinformation about teacher certification course content and requirements.

Trends That are Eliminating These Deterrents

Teacher salaries are on the rise. Teacher salaries differ greatly depending on experience, academic background and geographic location. According to the National Education Association, the following reflect average teaching salary figures in the years indicated:

1976-77	1987-88	1988-89	1989-90	1990-91
$13,354	$28,031	$29,567	$31,304	$33,015

The nationwide average teacher salary rose 11.7 percent in just the last two years and has doubled over the past decade. Salaries will continue to rise with growing public awareness of the decline of American education relative to other industrialized nations and the need to attract and retain qualified teachers.

States are offering more flexible certification requirements. Many states are offering "alternative" certification programs. For example, states are granting one- or two-year provisional certificates that enable people to teach full-time, on salary, while they meet state certification requirements. Twenty-nine states offer "alternative" or "provisional" certification programs to attract talented college graduates who do not have the education courses needed to qualify for a regular teaching certificate. The term alternative certification refers to programs that allow a person to teach without having completed a full teacher education program. Under most plans entrants

- Must have a bachelor degree (preferably with a major in the subject to be taught),
- Must pass a general or subject area examination,
- Must take the required teacher education courses at a local college or university within a specified time frame, usually one to two years, and
- Are given provisional certification to teach under the close supervision of experienced educators while finishing their teacher education courses.

Some states require those with provisional certificates to receive satisfactory evaluations in classroom performance in their first two years of teaching. Every new teacher in these states must demonstrate competency in several areas of classroom skills. If they cannot pass all areas in several evaluations over a two-year period, they cannot win permanent teacher certification.

Some colleges, such as those with alternative certification programs, offer "adult" teacher education programs for those who already have earned a bachelors degree. These programs grant military retirees credit based on college level tests and previous military education/experience. Some programs offer courses at night at a site near or on a military installation, and give retirees, on an individual documented basis, student teaching credit for prior teaching experience.

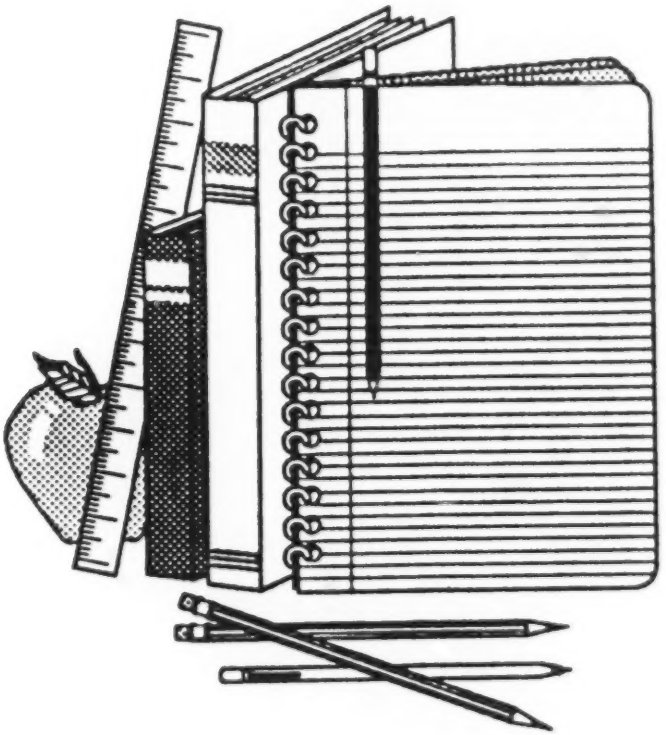
For a summary of selected alternative and accelerated teacher education programs, see pages 16-22.

Vocational/technical education is becoming more popular and is increasing the demand for "vo-tech" teachers. Many of these teachers can be hired based on job experience, not education. Vocational teacher demand is expected to increase further between now and 1995.

Because Teaching is an Important and Influential Profession

But it is just that, a profession. Most people are not natural teachers. Although teaching can be tremendously rewarding, it is very difficult work. Education courses, in conjunction with help from expert supervisors and mentors, plus experience in the field, can improve your chances of becoming a successful teacher.

Two hundred billion dollars a year are spent on elementary and secondary education, over four percent of the U.S. gross national product. Almost 3 million teachers work in schools today; teaching is one of the largest professions. Eight in ten Americans believe we must continue to improve the quality of education; seven in ten are willing to pay more to do so. No other public issue receives this level of support.



REQUIREMENTS FOR TEACHING

NOTE: Requirements for certification vary by state. Individual school districts may have additional prerequisites. Many states have reciprocity agreements that allow teachers who are certified in one state to be certified in another.

Elementary Public School Teachers

Most states require elementary school teachers to be certified by state education authorities. Teachers may be certified to teach either

- the early childhood grades (usually nursery school through the third grade) or,
- the elementary grades (grades one through six or eight).

In most states, public kindergarten and elementary school teachers must have the following:

1. A bachelor's degree from an institution with an approved teacher education program which usually includes the following:

    a. A variety of liberal arts courses
    b. Student teaching
    c. Professional education courses, such as Philosophy of Education, Psychology of Learning, and Teaching Methodology.

2. A successful score on a competency test which covers basics skills, subject matter, teaching skills or a combination of these, and

3. Specific health requirements.

Secondary Public School Teachers

Most states require secondary school teachers to be certified, usually in grades 9-12. Requirements for certification vary by state and some school systems have additional requirements. In most states, teachers need the following:

1. A bachelor's degree from an approved teacher training program. The program usually includes

    a. A prescribed number of credits in the subject they plan to teach,
    b. Student teaching,
    c. Professional education courses, such as Philosophy of Education, Psychology of Learning, and Teaching Methodology.

2. A successful score on a competency test which covers basic skills, subject matter, teaching skills, or a combination of these.

NOTE: To find out specific state certification requirements, subject areas where teachers are in high demand, and the needs of individual school districts within the state, write to the State Department of Education. See pages 12-14 for addresses.

Other sources of information are your local school district, a local university which offers teacher education (call College of Education), and your base Navy Campus representative.

Private School Teachers

If you are interested in teaching in a private school, contact private school principals for information regarding teaching opportunities. Certification requirements for private schools vary and some of these schools do not require traditional teacher certification. **For a list of national private school associations and state representatives, see page 23.**

Vocational Teachers

Vocational teachers play a significant role in education. There are two types of vocational education:

1. Programs which prepare students for careers that do not require a bachelors degree, such as some areas in agriculture, construction trades, data processing, word processing, fire science and health services. Vocational teachers usually teach full-time.

2. Courses that do not specifically prepare students for an occupation. These courses help students to increase the quality of their lives by improving their health, teaching them hobbies, and expanding their general knowledge. Course offerings cover subjects such as aerobics, music, pottery, cooking, and photography. People who teach these subjects usually work part-time.

Vocational programs are offered primarily through

1. vocational/technical schools (public & private), sometimes called trade schools,

2. adult career centers,

3. junior colleges - sometimes called community colleges. Currently, there are over 1,200 junior/community colleges in the country. The list continues to grow. Junior colleges serve two major purposes:

    a. To prepare students who are going on to a 4-year college or university for a bachelors degree by providing lower-level, transferable courses in the liberal arts and the hard sciences. You must have a bachelors or masters degree to teach these courses.
    b. To provide vocational programs in career fields that require only two years or less of education. Examples of these fields are automobile mechanics, carpentry, police science, refrigeration and air conditioning, radio and TV repair, and electronics. Teaching these courses does not usually require a bachelors degree; teachers are hired based on number of years of experience in the career field.

An advantage of vocational teaching is that you do not need the level of certification required of public school teaching nor is a college degree necessary. A person who holds a high school diploma or an associate degree could qualify, particularly if that person has experience in a vocational area.

Training requirements vary widely by state and by subject. For example, an instructor teaching masonry skills is required only to have experience in the field, usually from five to ten years. But an instructor in horticulture may be required to have a masters degree. Generally speaking, teaching in trade fields requires expertise in the subject area, not a college degree. Several years of experience (six to ten years) are usually sufficient to enable a person to teach in trade/industrial areas.

Vocational subject areas that can use your experience

- Aircraft Maintenance
- Auto Mechanics
- Business Machine Repair
- Carpentry
- Computer Technology
- Dental Technician
- Diesel Mechanics
- Electrical Technology
- Food Service
- Medical Technology
- Optics
- Police Science
- Radio & TV Repair
- Refrigeration & Air Conditioning
- Electronics Technology
- Welding

NOTE: To find out the requirements for vocational teachers in your state, write the state department of vocational education (page 15). For more specific information about teaching positions and requirements in junior colleges or vocational/technical schools, consult the schools directly. Requirements for teaching in vocational schools differ from the requirements for teaching in K-12 schools.

INCENTIVES FOR CONSIDERING TEACHING AS A NEW CAREER

- Supplemental income
- Pension rights
- Summer vacations
- Keeping a sharp mind in retirement
- Sharing your knowledge and experience with young people
- Preparing our children for the challenge of the future

Teaching is a Rewarding and Flexible Career

Teachers' skills are needed everywhere and always will be.

Teachers can choose from a variety of settings: public, private, parochial, elementary, secondary, vocational, as well as variety of locations.

Teaching skills and experience are transferable and desirable in other fields, offering teachers the freedom to relocate.

Teachers have opportunities few other professionals have; the school year provides time for renewal, continuing education and travel.

RELATIVE DEMAND BY TEACHING AREA

The following data are based on a 1989 survey of teacher placement officers in the 48 contiguous states. This information was originally published in the 1990 Annual Report of the Association for School, College and University Staffing (ASCUS). Placement officers in Alaska and the West, Southeast and Northeast regions indicated the greatest optimism for teacher opportunities. Placement officers rated teaching fields on a scale of 1-5, with 5 representing the greatest demand and 1 the least demand.

Considerable teacher shortages (5.00-4.25)	
Bilingual Education	4.45
Special Education-BD	4.40
Special Education-Mentally Handicapped	4.29
Special Education-Learning Disabled	4.26
Speech Pathology/Audiology	4.25
Some teacher shortage (4.24-3.45)	
Special Education-Multiple Handicapped	4.14
Science-Physics	4.12
Special Education-Deaf	4.12
Science-Chemistry	4.01
Special Education-Gifted	3.93
Mathematics	3.83
Psychologist (School)	3.79
Language, Modern Spanish	3.76
Computer Science	3.75
Library Science	3.60
Data Processing	3.58
Special Education-Reading	3.58
Science-Earth	3.55
Language-Modern French	3.51
Balanced supply and demand (3.44-2.65)	
Science-General	3.43
Language-Modern German	3.42
Counselor-Elementary	3.40
Science-Biology	3.35
Counselor-Secondary	3.26
Music-Instrumental	3.20
Social Worker (School)	3.03
Music-Vocal	3.00
English	2.97
Industrial Arts	2.95
Speech	2.95
Agriculture	2.93
Business	2.84
Journalism	2.76
Driver Education	2.71
Some or considerable surplus of teachers (2.64-1.00)	
Elementary-Primary	2.63
Elementary-Intermediate	2.62
Home Economics	2.33
Art	2.24
Health Education	2.03
Social Science	1.98
Physical Education	1.78

NATIONAL TEACHER EXAMINATIONS (NTE)

The tests in NTE are used by 32 states for initial teacher certification and by institutions of higher education for entry into or exit from teacher education programs.

DESCRIPTION:

1. The Core Battery includes three separate 2-hour tests which measure communication skills, general knowledge, and professional knowledge.

a. The Communication Skills Test consists of four half-hour parts and focuses on ability to understand and manipulate elements of the written or spoken message. Subject areas include listening (on tape), reading, writing (essay), and writing (multiple-choice questions.)

b. The General Knowledge Test consists of four half-hour parts and focuses on the integration of concepts from all the disciplines. Subject areas include literature and fine art, mathematics, science, and social studies.

c. The Professional Knowledge Test focuses on knowledge and cognitive processes a teacher uses in the decision-making process. Emphasis is on the context and processes of the classroom.

2. Specialty Area Tests measure understanding of the content and methods applicable to the specific subject area. All Specialty Area Tests are 2-hour tests in the following subjects:

Agriculture
Art Education
Audiology
Biology
Biology and General Science
Business Education
Chemistry
Chemistry, Physics, and General Science
Early Childhood Education
Education in the Elementary School
Education of Mentally Retarded Students
Educational Leadership
English Language and Literature
French (has a listening tape section)
German (has a listening tape section)
Home Economics Education
Introduction to the Teaching of Reading
Library Media Specialist
Mathematics
Music Education (has a listening tape section)
Physics
Reading Specialist
School Guidance and Counseling
School Psychologist
Social Studies
Spanish (has a listening tape section)
Special Education
Speech Communication
Speech-Language Pathology
Teaching English as a Second Language (has a listening tape section)
Technology (Industrial Arts) Education

STATE DEPARTMENTS OF EDUCATION

Alabama
Superintendent of Education
State Dept. of Education
Gordon Persons Building
50 North Ripley St.
Montgomery, AL 36130
(205) 242-9700

Alaska
Commissioner of Education
State Dept. of Education
Pouch Box F, 803 West Tenth St.
Juneau, AK 99811
(907) 465-2800

American Samoa
Director of Education
Dept. of Education
American Samoa Government
Pago Pago, AS 96799
Dial 102-880, ask for 684-633-5237

Arizona
Superintendent of Public Instruction
State Dept. of Education
1535 West Jefferson St.
Phoenix, AZ 85007
(602) 542-5156

Arkansas
Director, General Education Division
State Dept. of Education
Four Capitol Mall
Little Rock, AR 72201-1071
(501) 682-4204

California
Superintendent of Public Instruction
State Dept. of Education
P.O. Box 944272
Sacramento, CA 94244-2720
(916) 455-4338

Colorado
Commissioner of Education
State Dept. of Education
201 East Colfax Avenue
Denver, CO 80203-1705
(303) 866-6806

Connecticut
Commissioner of Education
State Dept. of Education
State Office Building, Room 308
165 Capitol Avenue
Hartford, CT 06106
(203) 566-5061

Delaware
Superintendent of Public Instruction
Townsend Building, Room 219
P.O. Box 1402
Federal and Loockerman Streets
Dover, DE 19903
(302) 726-4601

District of Columbia
Superintendent of Schools
District of Columbia Public Schools
415 12th St., N.W.
Washington, DC 20004
(202) 724-4222

Florida
Commissioner of Education
State Dept. of Education
Capitol Building, PL 116
Tallahassee, Fl 32399
(904) 487-1785

Georgia
Superintendent of Schools
State Dept. of Education
Twin Towers East, Capitol Square
Atlanta, GA 20224-5020
(404) 656-2800

Guam
Director of Education
Department of Education
P.O. Box DE
Agana, GU 96910
011-671-472-8901

Hawaii
Superintendent of Education
State Dept. of Education
1390 Miller St., Room 307
Honolulu, HI 96804
(808) 548-6405

Idaho
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650 West State St.
Boise, ID 83720
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State Board of Education
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State Dept. of Education
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Baton Rouge, LA 70804-9064
(504) 342-3602

Maine
Commissioner of Education
Dept. of Educational and Cultural Services
State House, Station #23
Augusta, ME 04333
(207) 289-5114

STATE DEPARTMENTS OF EDUCATION (CONT'D)

Maryland
State Superintendent of Schools
State Dept. of Education
200 West Baltimore St.
Baltimore, MD 21201
(301) 333-2200

Massachusetts
Commissioner of Education
State Dept. of Education
1385 Hancock St.
Quincy, MA 02169
(617) 770-7300

Michigan
Superintendent of Public Instruction
State Dept. of Education
P.O. Box 30008
608 West Allegan St.
Lansing, MI 48909
(517) 373-3354

Minnesota
Commissioner of Education
State Dept. of Education
712 Capitol Square Building
550 Cedar St.
St. Paul, MN 55101
(612) 296-2358

Mississippi
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State Dept. of Education
P.O. Box 771
550 High St., Suite 501
Jackson, MS 39205-0771
(601) 359-3513

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P.O. Box 480
205 Jefferson St., Sixth Floor
Jefferson City, MO 65102
(314) 751-4446

Montana
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106 State Capitol
Helena, MT 59620
(406) 444-3680

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Concord, NH 03301
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225 West State St.
Trenton, NJ 08625
(609) 292-4450

New Mexico
Superintendent of Public Instruction
State Dept. of Education
300 Don Gaspar
Santa Fe, NM 87501-2786
(505) 827-6516

New York
Commissioner of Education
State Dept. of Education
111 Education Building
89 Washington Avenue
Albany, NY 12234
(518) 474-5844

North Carolina
Superintendent of Public Instruction
State Dept. of Public Instruction
Education Building, Room 318
116 West Edenton St.
Raleigh, NC 27603-1712
(919) 733-3813

North Dakota
Superintendent of Public Instruction
State Dept. of Public Instruction
State Capitol Building, 11th Floor
600 Boulevard Avenue East
Bismarck, ND 58505-0164
(701) 224-2261

Northern Mariana Islands
Superintendent of Education
Dept. of Education
Commonwealth of the Northern Mariana Islands
Saipan, CM 96950
011-670-322-931

Ohio
Superintendent of Public Instruction
State Dept. of Education
65 South Front St., Room 808
Columbus, OH 43266-0308
(614) 466-3304

Oklahoma
Superintendent of Public Instruction
State Dept. of Education
Oliver Hodge Memorial Education Building
2500 North Lincoln Boulevard
Oklahoma City, OK 73105-4599
(405) 521-3301

Oregon
Superintendent of Public Instruction
State Dept. of Education
700 Prinkle Parkway, SE
Salem, OR 97310
(503) 378-3573

Pennsylvania
Secretary of Education
State Dept. of Education
333 Market St., Tenth Floor
Harrisburg, PA 17126-0333
(717) 787-5820

STATE DEPARTMENTS OF EDUCATION (CONT'D)

Puerto Rico
Secretary of Education
State Dept. of Education
P.O. Box 759
3 Mongitas Avenida
Hato Rey, PR 00919
(809) 751-5372

Rhode Island
Commissioner of Education
State Dept. of Education
22 Hayes St.
Providence, RI 02908
(401) 277-2031

South Carolina
Superintendent of Education
State Dept. of Education
1006 Rutledge Building
1429 Senate St.
Columbia, SC 29201
(803) 734-8492

South Dakota
State Superintendent
Division of Elementary and
Secondary Education
State Dept. of Education
700 Governors Drive
Pierre, SD 57501
(605) 773-3243

Tennessee
Commissioner of Education
State Dept. of Education
100 Cordell Hull Building
Nashville, TN 37219
(615) 741-2731

Texas
Commissioner of Education
Texas Education Agency
1701 North Congress Avenue
Austin, TX 78701
(512) 463-8985

Utah
Superintendent of Education
State Office of Education
250 East 500 South
Salt Lake City, UT 84111
(801) 538-7500

Vermont
Commissioner of Education
State Dept. of Education
120 State St.
Montpelier, VT 05602-2703
(802) 828-3135

Virginia
Superintendent of Public Instruction
State Dept. of Education
James Monroe Building
14th and Franklin Streets
P.O. Box 6Q
Richmond, VA 23216-2060
(804) 225-2023

Virgin Islands
Commissioner of Education
Dept. of Education
44-46 Kongens Gade
St. Thomas, VI 00302
(809) 774-2810

Washington
Superintendent of Public Instruction
State Dept. of Public Instruction
Mail Stop FG-11
Washington and Legion Streets
Olympia, WA 98504
(206) 586-6904

West Virginia
Superintendent of Schools
State Dept. of Education
Building B, Room 358
1900 Washington St.
Charleston, WV 25305
(304) 348-3644

Wisconsin
Superintendent of Public Instruction
State Dept. of Education
P.O. Box 7841
125 South Webster St.
Madison, WI 53707
(608) 266-1771

Wyoming
Superintendent of Public Instruction
State Dept. of Education
Hathaway Building
2300 Capitol Avenue
Cheyenne, WY 82002
(307) 777-7675

STATE DEPARTMENTS OF VOCATIONAL EDUCATION

Address correspondence to **State Director of Vocational Education** at the State Department of Education as listed on pages 12-14 with the following exceptions/additions:

Alaska
Division of Adult and Vocational Education

Arkansas
Vocational and Technical Education Division

Colorado
Colorado Community College and Occupational Education
Suite 600, 1391 N. Speer Blvd.
Denver, CO 80204

District of Columbia
Division of Career Development Program

Idaho
Division of Vocational Education

Illinois
Adult, Vocational and Technical Education

Iowa
Career Education Division

New Hampshire
Division of Instructional Services
Voc-Tech Services

New Jersey
Division of Vocational Educuation

Minnesota
State Board of Voc-Tech Education

North Carolina
Division of Vocational Education

North Dakota
State Board for Vocational Education

Oklahoma
State Department of Vocational and Technical Education

Tennessee
Division of Vocational-Technical Education

Washington
Commission for Vocational Education

Wisconsin
State Board for Vocational Technical & Adult Education

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ALTERNATIVE, ACCELERATED AND ADULT TEACHER EDUCATION PROGRAMS

STATE	PROGRAM AND LOCATION	CONTACT & PHONE NUMBER
Alabama	State Department of Education Non-traditional 5th Yr. Program Room 354, State Office Bldg. Montgomery, AL 36130	Dr. Jane Meyer (205) 261-2902
Arizona	Arizona State University Office of Student Affairs, College of Educ. Tempe, AZ 85287-3877	Mrs. Helen Laibold (602) 965-3877
	State Board of Education Alternative Secondary Certificate Teacher Certification Unit 1535 West Jefferson Phoenix, AZ 85007	Mr. R. Berkley Hunt (602) 355-4368
Arkansas	Alternative Certification Program Teacher Education and Certification Arkansas Dept. of Education 4 State Capitol Mall, Rooms 106B/107B Little Rock, AR 72201	Dr. Angelo Coppola (501) 582-4254
California	Teacher Trainee Program Commission on Teacher Credentialing 1812 9th Street Sacramento, CA 94244-2700	Dr. Mary Jane Pearon (916) 445-0184
	ENCORE/Military Program School of Education San Francisco State University 1600 Holloway Ave. San Francisco, CA 4132	Dr. Robert House (415) 388-2800/2065
	University of California at Irvine Office of Teacher Education Irvine, CA 94244-2700	Ms. Carolyn Boudin (714) 856-7834
	Teacher Preparation Program Chapman College, North Center 9682 Via Excelencia, Suite C San Diego, CA 92126	(619) 549-3771
Connecticut	University of Bridgeport Substitute Teaching Internship Program Division of Education, South Hall Lafayette St, Rm 315 Bridgeport, CT 06601	Dr. Louise Soares (203) 576-4205
	Alternative Route to Teacher Certification Program Institute of Effective Teaching Dept. of Higher Education, 61 Woodland St. Hartford, CT 06105	Ms. Traci Bliss (203) 566-7486

ALTERNATIVE, ACCELERATED AND ADULT TEACHER EDUCATION PROGRAMS

STATE	PROGRAM AND LOCATION	CONTACT & PHONE NUMBER
Delaware	Special Institute for Teacher Certification State Dept. of Public Instruction Towsend Bldg., P.O. Box 1402 Dover, DE 19903	Dr. Ervin C. Marsh (302) 736-4686/4687
District of Columbia	George Washington University School of Education and Human Devel. 2201 "G" St., N.W. Room 507 Washington, DC 20052	Ms. Mary Louise Ortenzo (202) 994-6160
Florida	Alternative Certification Program Teacher Education Program Approval Dept. of Education - Collins Bldg. Tallahassee, FL 32301	Ms. Patricia Green-Powell (904) 488-5724
	University of West Florida The MERIT Program Teacher Education and Student Services 11000 University Parkway Pensacola, FL 32514	Dr. Wayne White (904) 474-2945
	Florida Atlantic University Alternate Teacher Preparation Program College of Education Boca Raton, FL 33431	Dr. Mary Gray (407) 393-3550 367-3570
	Florida State University Panhandle Center for Alternate Teacher Education Center for the Study of Teaching and Learning 302 Carothars Hall Tallahassee, FL 32306	Dr. John Hanson (904) 644-3419
	University of Central Florida Teacher Certification Program for Military P.O. Box 25000, 4000 Central Florida Blvd. Orlando, FL 32816	Mr. Jim Brick (Navy Campus) (407) 646-4397 Dr. Wood or Dr. Armstrong (UCF) (408) 823-2426/5472
	Stetson University Alternate Teacher Preparation Graduate Studies, Box 8419 DeLand, FL 32720	Ms. Pat LeClaire (904) 734-4121
	University of Miami Alternate Teacher Education Program School of Education, P.O. Box 248006 Coral Gables, FL 33124	Dr. Evaleon Lorton (305) 284-4323
	Jacksonville University Second Career as a Teacher (SCAT) Program 2800 University Blvd., North Jacksonville, FL 32211	Dr. Daryle May (904) 744-3950 ext-5418

ALTERNATIVE, ACCELERATED AND ADULT TEACHER EDUCATION PROGRAMS

STATE	PROGRAM AND LOCATION	CONTACT & PHONE NUMBER
Georgia	Alternate Certification Program Georgia Dept. of Education 1858 Twin Towers East, Capitol Square Atlanta, GA 30334-5030	Dr. Carolyn Scherm (404) 656-2403
Idaho	Alternative Certification/Teacher Trainee Program Teacher Education and Certification State Dept. of Education Len B. Jordan Office Bldg. Boise, ID 83720	Dr. Michael Friend
Kentucky	Alternative Certification Program Kentucky Dept. of Education Division of Teacher Certification 1823 Capital Plaza Tower Frankfort, KY 40601	Dr. Elizabeth Nelli (502) 564-4606/3894
Louisiana	Tulane University Alcoa Office Building Department of Education New Orleans, LA 70118	Dr. Renee Casper (504) 865-5342
	Alternate Postbaccalaureate Secondary Certification Program Bureau of Higher Educucation and Teacher Certification State Dept. of Education, P.O. Box 94064 Baton Rouge, LA 70804-9064	Mr. Robert G. Crew (504) 342-3940
	Our Lady of Holy Cross 4123 Woodland Dr. New Orleans, LA 70131	Cathy Rice (Navy Campus) (504) 948-5159
Maryland	Alternative Certification Programs Teacher Education & Certification Branch State Dept. of Education 200 W. Baltimore St. Baltimore, MD 21201	Dr. Evelyn DiTosto (301) 333-2000
	University of Maryland Masters Certification Program Dept. of Curriculum and Instruction Benjamin Building, Room 2311 College Park, MD 20742	Dr. Donna King (301) 454-7346
	Alternative Certification Program Bowie State College Martin Luther King Building 14000 Jericho Park Road Bowie, MD 20715	Dr. Carolyn Finch (301) 464-3000
	Alternative Certification Program Towson State University Towson, MD 21204	Mr. James Lawlor (301) 830-2000

ALTERNATIVE, ACCELERATED AND ADULT TEACHER EDUCATION PROGRAMS

STATE	PROGRAM AND LOCATION	CONTACT & PHONE NUMBER
Maryland (cont'd)	Western Maryland College, Westminster	
	College of Notre Dame of Maryland	
	Loyola College of Maryland	
	University of Maryland, Baltimore County	
Massachusetts	Apprentice Teacher Program Bureau of Teacher Certification State Dept. of Education, 1385 Hancock St. Quincy, MA 02169	Dr. John P. Manning (617) 770-7467
Mississippi	Alternative Certification Program Office of Teacher Certification Dept. of Education. P.O. Box 771 Jackson, MS 39205	Dr. James J. Hancock (601) 359-3483/3877
Missouri	Washington University Post AB Certification Program Education Department, P.O. Box 1183 St. Louis, MO 63130	Dr. Beth Okanfuss (314) 889-6776
	Alternative Certification Program Teacher Education and Certification Dept. of Elementary and Secondary Education P.O. Box 480 Jefferson City, MO 65102	Ms. Jo S. Albers (314) 751-3486
New Jersey	Fairleigh-Dickinson University Second Career Alternatives in Teaching for Scientists (SCATS) School of Edcucation Bancroft Hall, Rm 228 Teaneck, NJ 07666	Dr. John Kallas or Dr. Mark O'Shea (201) 692-2838/2834
	Provision Teacher Program Teacher Preparation and Certification Dept. of Education Trenton, NJ 08625-0500	Dr. Leo Klagholz (609) 292-4450
New Mexico	Alternative Licensure Program Education Preparation and Licensure New Mexico State Dept. of Education Santa Fe, NM 87503	Ms. Marilyn Scargall (505) 827-6581/6588
North Carolina	The University of North Carolina/ Fayetteville State University Math/Science Education Network/NESC	Dr. Dial (919) 396-5320/8722 Dr. Williams (919) 497-9111

ALTERNATIVE, ACCELERATED AND ADULT TEACHER EDUCATION PROGRAMS

STATE	PROGRAM AND LOCATION	CONTACT & PHONE NUMBER
North Carolina (cont'd)	Lateral Entry Certification Program Division of Certification 114 West Edenton St. Raleigh, NC 27603-1712	Dr. Ione Perry (919) 733-2480
Ohio	Wright State University College of Education Colonel Glenn Hwy Dayton, OH 45435	Judith Henderson or Priscilla Bolds (513) 873-2821
	Internship Certification Program Teacher Education and Certification Ohio Dept. of Education 65 South Front St., Room 1012 Columbus, OH 45345	Mr. John Nichelson (614) 466-3593
Oklahoma	Alternate Certification Plan Teacher Education and Certification State Dept. of Education Hodge Education Bldg. 2500 N. Lincoln Blvd., Rm 211 Oklahoma City, OK 73105-4599	Mr. Carl Phelps (405) 521-3337
Pennsylvania	Pennsylvania Dept. of Education Teacher Intern Program Division of Teacher Education 333 Market Street Harrisburg, PA 17126-0333	Ms. Theona Waxbom (717) 787-3470 Toll-free 1-800-822-4069
South Carolina	South Carolina Dept. of Education Critical Needs Certification Program 1015 Rutledge Bldg. Columbia, SC 29201	Dr. Elmer Knight (803) 734-8460/8464/8466
South Dakota	Alternative Certification Program Teacher Education and Certification Division of Education 700 Governors Drive Pierre, SD 57501-2291	Ms. Diane Alexander (605) 773-3653
Tennessee	Memphis State University Lyndhurst Program College of Education, Room 215 Memphis, TN 38152	Ms. Nardine Aquardo (901) 678-2728
	Post-baccalaureate Teacher Education Program Teacher Licensing and Career Ladder Certification 6th Floor, North Wing 125 Cordel Hull Bldg. Nashville, TN 37219-5338	Ms. Susan Hudson (615) 741-1644

ALTERNATIVE, ACCELERATED AND ADULT TEACHER EDUCATION PROGRAMS

STATE	PROGRAM AND LOCATION	CONTACT & PHONE NUMBER
Texas	Alternative Certification Division of Teacher Certification Texas Education Agency 1701 N. Congress Ave. Austin, TX 78701-1492	Dr. William M. Wale (512) 463-9327
	Houston Independent School District Alternative Certification Program 3830 Richmond Houston, TX 77027	Ms. Delia Stafford (713) 892-6833
	Texas, Region XX Education Service Center Alternative Certification Program 1314 Hines Avenue San Antonio, TX 78208	Dr. Ellen Snow Judy Spencer (512) 299-2400
	Texas Tech University Post-Baccalaureate Certification Program College of Education, P.O. Box 4560 Lubbock, TX 79409	Dr. Shamus Mehaffie (806) 742-2364
Virginia	George Mason University Alternative Certification Program Robinson Hall I, Room 2237 4400 University Drive Fairfax, VA 22030	Ms. Kay Heiden (703) 323-2440
	George Washington University Military Retiree Program Tidewater Campus	Ms. Gayle Shou Ms. Francesca Herbert (804) 838-8100
	Old Dominion University Military Career Transition Program Hampton Blvd. Norfolk, VA 23508	Dr. Robert McDonald (804) 683-4686
	Virginia Wesleyan College Alternative Secondary Education Program Wesleyan Drive Norfolk, VA 23502	Ms. Dorothy Himman (703) 455-3200
	Norfolk State University Teacher Education Program for Military College of Education 2401 Corprew Avenue Norfolk, VA 23504	Dr. Elaine Witty (804) 683-8701
	Marymount University Teaching as a New Career Program 2807 North Glebe Road Arlington, VA 22207-4299	Dr. Martha John (703) 284-1624

ALTERNATIVE, ACCELERATED AND ADULT TEACHER EDUCATION PROGRAMS

STATE	PROGRAM AND LOCATION	CONTACT & PHONE NUMBER
Virginia (cont'd)	Provisional Secondary Certification Program Teacher Education and Certification Dept. of Education, P.O. Box 6-Q Richmond, VA 23216-2060	Dr. Linda Bradley (804) 225-2094/2097
Washington	University of Washington Office of Advising and Certification 211 Miller, DQ-12 Seattle, WA 98185	(206) 543-1711/1820
West Virginia	Alternative Certification Program Certification Unit West Virginia Dept. of Education Capitol Complex Charleston, WV 25305	Ms. Barbara Brazeau (304) 348-7010

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NATIONAL ORGANIZATIONS FOR PRIVATE SCHOOLS

Secretary
Lutheran Elementary and Secondary Schools
The Lutheran Church-Missouri Synod
1333 South Kirkwood Road
St. Louis, MO 63122

Director
Christian Day Schools
The American Lutheran Church, DOMC
422 South 5th Street
Minneapolis, MN 55415

Association of Military Colleges and Schools
for the United States
7009 Arbor Lane
McLean, VA 22101

Director
Department of Education
United Synagogue Commission on Jewish
Education
Solomon Schechter Day School Association
155 Fifth Avenue
New York, NY 10010

President
National Association of Independent Schools
18 Tremont Street
Boston, MA 02108

Director
National Association of Private Schools for
Exceptional Children
School for Contemporary Education
7203 Wimsatt Road
Springfield, VA 22151

Director
Seventh-Day Adventist Board of Education, K-12
6840 Eastern Avenue, N.W.
Washington, D.C. 20006

Friends Council on Education
517 Shortridge Drive
Wynnewood, PA 10906

The Hattie M. Strong Foundation
1625 Eye Street, N.W., Suite 409
Washington, D.C. 20006

Secretary, Dept. of Education
United States Catholic Conference
1312 Massachusetts Ave., N.W.
Washington, D.C. 20005

Executive Director
National Association of Episcopal Schools
815 Second Avenue
New York, NY 10017

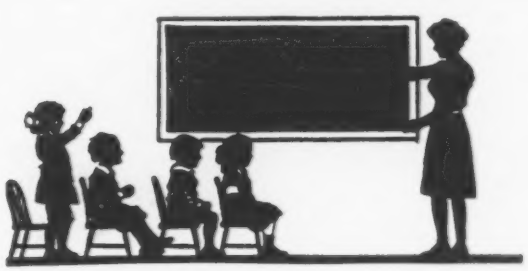
Association of Evangelical Lutheran Churches
Redeemer Lutheran Day School
3212 Ryan Avenue
Philadelphia, PA 19136

President
National Catholic Educational Association
1077 30th St. N.W., Suite 100
Washington, DC 20007

Director
Christian Schools International
3350 E. Paris Avenue, S.E.
Grand Rapids, MI 49508

Executive Vice President
National Society of Hebrew Day Schools
160 Broadway
New York, NY 10038

National Director
American Montessori Society
150 Fifth Avenue, Suite 203
New York, NY 10011



COUNCIL FOR AMERICAN PRIVATE EDUCATION (CAPE)
STATE REPRESENTATIVES

Arizona	President Arizona CAPE The Orme School Mayer, AZ 86333
California	Executive Director California Special Education Schools and Service 414 12th St. Suite 500 Sacramento, CA 95814
Connecticut	Connecticut CAPE Superintendent of Schools Diocese of Bridgeport 238 Jewett Avenue Bridgeport, CT 06606
District of Columbia	District of Columbia CAPE Head, Sheridan School 4400 36th Street, N.W. Washington, DC 20008
Florida	President Florida Association of Academic Non-Public Schools P.O. Box 10009 Tallahassee, FL 32302
Kansas	Kansas Association of Non-Public Schools The Lutheran Church-Missouri Synod 2318 West 10th Street Topeka, KS 66604
Maryland	Maryland CAPE School for Contemporary Education 4906 Roland Avenue Baltimore, MD 21210
Michigan	Michigan Association of Non-Public Lands Superintendent Lutheran Church Missouri-Synod 3773 Geddes Road Ann Arbor, MI 48105
Minnesota	MAPSA Academy of the Holy Angels 6600 Nicollett Ave., South Richfield, MN 54423
Missouri	Missouri CAPE Principal, St. Clement School 1508 Bopp Road Des Peres, MO 63131
New Mexico	New Mexico Association of Non-Public Schools 202 Morningside, S.E. Albuquerque, NM 87108
North Dakota	Superintendent of Schools Oakgrove Lutheran High 124 North Terrace Fargo, ND 58102
Nebraska	Executive Director Nebraska CAPE Nebraska Catholic Conference 301 Executive Building 521 South 14th Street Lincoln, NE 68508
Oregon	President Oregon Federation of Independent Schools Head of Lower Division Oregon Episcopal Schools 6300 S.W. Nicol Road Portland, OR 97223
Puerto Rico	Association of Private Schools of Puerto Rico P.O. Box 1108 Mayaguez, PR 00708
Rhode Island	Rhode Island CAPE Headmaster West Bay Christian Academy 6356 Post Road North Kingston, RI 02852
Georgia	Georgia Private Education Council Brandon Hall School 1701 Brandon Hall Drive Atlanta, GA 30338
Indiana	Executive Non-Public Education Assoc. Indiana Catholic Conference P.O. Box 1410 Indianapolis, IN 46206
Montana	Assoc. of Non-Public Schools of Montana Principal Manhattan Christian School Route 1, Box 160 Manhattan, MT 59741
Tennessee	Tennessee Association of Non-Public Academic Schools David Lipscomb High School Granny White Pike Nashville, TN 37203
Texas	Texas Assoc. of Non-Public Schools P.O. Box 33118 Austin, TX 78764
Virginia	Virginia CAPE Church Schools Episcopal Diocese of Virginia 110 West Franklin Street Richmond, VA 23220
Washington	Washington Council for Private Education 2300 South Washington Tacoma, WA 98405
Wisconsin	Wisconsin Association for Non-Public Schools Associate Director Wisconsin Catholic Conference 30 West Mifflin Street, Suite 910 Madison, WI 53703

TEACHING OPPORTUNITIES ABROAD

The Department of Defense centrally administers a system of 270 schools in twenty countries. These schools are primarily for dependents of military personnel who are serving overseas. The Alexandria headquarters and the individual civilian personnel office in each overseas area are responsible for hiring.

Department of Defense (703) 325-0885
Dependent Schools
Hoffman Building #1
2461 Eisenhower Avenue
Alexandria, VA 22331

Information concerning independent American-sponsored schools. Each school does its own hiring.

Office of Overseas Schools (A/OS)
Room 245, SA-29
U.S. Department of State
Washington, DC 20522-2902

A private agency which assists American overseas schools to recruit teachers.

International Schools Services (609) 452-0990
Educational Staffing
15 Rosvel Rd., P.O. Box 5910
Princeton, NJ 08543

Fullbright International Exchange and Seminar Program for Educators

United States Information Agency (202) 619-4700
Teacher Exchange Branch
301 Fourth Street, S.W.
Washington, DC 20547

The International Educator TIE publishes a quarterly newspaper featuring vacancy announcements for more than 100 American and international schools. The ads list specific vacancies, salaries, benefits and application instructions. An annual subscription is $25 from

TIE
Box 103-F
West Bridgeport, MA 02379

Other sources for overseas employment

Institute of International Education (212) 883-8200
809 United Nations Plaza
New York, NY 10017

Association for the Advancement (904) 392-3261
of International Education
200 Norman Hall
University of Florida
Gainesville, FL 32611

American Field Service 1-800-AFS-INFO
Intercultural Programs in NY (212) 949-4242
313 East 43rd St.
New York, NY 10017

European Council of
Independent Schools 011-44-730-68244
21B Lavant St.
Petersfield, Hampshire
GU32 3EL, England

Peace Corps 1-800-424-8480 ext 93
Recruitment Office in D.C. (202) 254-4940
806 Connecticut Ave., NW
Washington, DC 20526

Teachers Overseas (216) 741-3771
Recruitment Centers
National Teacher Placement
Bureaus of America Inc.
P.O. Box 09027
4190 Pearl Rd.
Cleveland, OH 44109

YMCA of the USA 1-800-872-9622
101 N. Wacker Dr. in IL (312) 977-0031
Chicago, IL 60606
Attn: Teaching in Japan and Taiwan

SECTION SIX SCHOOLS
ON MILITARY INSTALLATIONS IN THE U.S. AND PUERTO RICO

Persons interested in teaching or working in a Section Six School on a military installation in the United States or Puerto Rico should write to the offices listed below:

Superintendent
Laurel Bay Schools
Laurel Bay, SC 29902
(803) 846-6105

Superintendent
West Point Elementary School
Building 705A, Barry Road
West Point, NY
(914) 938-3506 or AV 688-3506/2724

Superintendent
Fort Rucker Dependents Schools
Fort Rucker, AL 36362
(205) 598-6396

Superintendent/Principal
Maxwell Elementary School
Building 538,
Maxwell AFB, AL 36112
(205) 953-7804 or AV 493-5604

Superintendent
Linwood Elementary School
Robins AFB, GA 31098
(912) 926-3671

Superintendent
Fort Benning Dependents Schools
P.O. Box 1967
Fort Benning, GA 31905

Superintendent
Fort Bragg Dependents Schools
P.O. Box 70089
Fort Bragg, NC 28307
(919) 436-5410

Superintendent/Principal
Ft McClellan Elementary School
Building 3681
Fort McClellan, AL 36205
(205) 820-2420

Superintendent
Ft Jackson Dependents Schools
Fort Jackson, SC 29207
(803) 782-2720 or AV 734-6314/2720

Superintendent/Principal
Woodland Park School
Myrtle Beach, AFB, SC 29577
(803) 238-7532

Superintendent
Quantico Dependents Schools
MCCDC BLDG 3307
Quantico, VA 22134
(703) 640-2319 or AV 278-2319

Superintendent
Fort Knox Schools
Fort Knox, KY 40121
(502) 624-7853 or AV 464-7853/6311

Superintendent
Antilles Consolidated School System
Box 3200
Roosevelt Roads NAS
Beiba, Puerto Rico 00635
(809) 865-2539/2124 or AV 831-4127

Superintendent/Principal
England AFB Dependents Schools
Building 3505
England AFB, LA 71311-5000

Superintendent/Principal
Dahlgren Dependents Schools
Dalgren, VA 22448
(703) 663-8822/8820 or AV 249-8822

Superintendent
Ft Campbell Dependents Schools
Fort Campbell, KY 42223
(502) 439-1927

Superintendent
Camp Lejeune Dependents Schools
Building 855
Camp Lejeune, NC 28542
(919) 451-2461 or AV 484-2615/2461

Superintendent
Ft Stewart Dependents Schools
Fort Stewart, GA 31313
(912) 369-6691 or AV 870-3636

NAVAL JUNIOR RESERVE OFFICER TRAINING CORPS (NJROTC)

The NJROTC program is a Navy sponsored, secondary school level citizenship program conducted at fully accredited senior high schools throughout the United States and Guam. The Navy approved curriculum includes basic leadership, naval history, orientation trips, seamanship, and navigation.

The NJROTC program provides an excellence second career for retired military personnel. Naval Science Instructors (NSIs) are retired Navy, Marine Corps, and Coast Guard commissioned officers (W-2 through O-6). Associate Naval Science Instructors (ANSIs) are retired enlisted personnel E-6 through E-9) or retired warrant officers (W-1). All applicants must have served a minimum of 20 years active duty and may not be retired more than three years from the date of application. Personnel on active duty, contemplating retirement within one year, may apply while on active duty. NJROTC instructors are conspicuous representatives of the Navy, Marine Corps and Coast Guard in the community. As such, they are required to continue to uphold the traditional military standards of decorum and personal appearance. Particular attention is directed to the maintenance of proper uniform, haircut and weight standards. Applicants who are not within body composition standards of OPNAVINST 6110.1D will not be considered for certification as instructors in the NJROTC program. The minimum education requirement for NSIs is a baccalaureate degree from an accredited college or university. A high school diploma or its equivalent is required for ANSIs. Commissioned officers who do not meet the minimum NSI education requirement may apply for ANSI certification.

NJROTC instructor salaries, as established by public law, are at least equal to the difference between the retired pay and the present active duty pay. School contracts vary from nine months to full twelve-month contracts. Salary is based on the employment period of the contract with the school hosting an NJROTC unit. Instructor salaries are adjusted annually to conform with annual active duty pay raises and annual retirement cost of living increases. Public law only defines minimum salary and is not intended to interfere with negotiation on the part of prospective instructors with the school for higher salary or benefits. Actual salary will depend on an applicant's education, experience and formal education.

All instructors are certified and approved by a semiannual selection board convened by the Chief of Naval Education and Training (CNET). Personnel interested in this opportunity may apply directly to CNET (NJROTC Program Manager) for certification. Applicants on active duty should not submit their applications more than one year prior to their retirement date. Anyone who has already been certified as an NSI or ANSI may contact CNET regarding existing or future vacancies.

For additional information call or write

Chief of Naval Education and Training
(NJROTC)
Naval Air Station
Pensacola, FL 32508-5100

1-800-874-8653
(904) 452-4947
AUTOVON 922-4947

TEACHER EDUCATION REFERENCES

General information on education and the value of a career in teaching

Office of Public Affairs (202) 401-1576
Department of Education
400 Maryland Ave., S.W. Room 2089
Washington, DC 20202

Recruiting New Teachers, Inc. (617) 489-6000
385 Concord Ave., Suite 100
Belmont, MA 01278

Teacher supply and demand and college graduate employment

Surveys are regularly conducted showing the employment and education status of recent college graduates as well as teacher demand and shortages.

National Center for Education Statistics 1-800-424-1616
U.S. Dept. of Education
555 New Jersey Avenue N.W. (202) 219-1513
Washington, DC 20208

A Job Search Handbook for Educators ($8.00) and Annual Reports on Teacher Supply and Demand

Association for School, College and University Staffing, Inc. (708) 864-1999
1600 Dodge Avenue, Dept. P, S-330
Evanston, IL 60201-3451

Teacher certification

A division of the National Association of State Directors of Teacher Education & Certification publishes the NASDTEC Directory, which lists all state teacher education and certification addresses and phone numbers

NASDTEC (801) 538-7750
C/O Utah State Office of Education
Instruction and Support
250 East 500 South
Salt Lake City, Utah 84111

A list of colleges and universities accredited by the National Council for Accreditation of Teacher Education

National Council for Accreditation of Teacher Education (202) 466-7496
2029 K. St., N.W. Suite 500
Washington, DC 20006

Information on teacher education, pre-service and in-service preparation, training and retirement, plus the publication entitled, Teacher Education Policy in the States: 50-State survey of Legislative and Administrative Actions, published every 6 months)

The American Association of Colleges for Teacher Education (202) 293-2450
One Dupont Circle, N.W.
Suite 610
Washington, DC 20036-2412

Information on teachers' unions and education-related issues

American Federation of Teachers (202) 879-4400
555 New Jersey Avenue, NW
Washington, DC 20001

National Education Association (202) 822-7747
National Center for Innovation
1201 16th Street, NW
Washington, DC 20036

General information on vocational education

American Vocational Association (703) 683-3111
1410 King Street
Alexandria, VA 22314

Information on vocational and technical education

For information on programs and funding for vocational and technical education for occupations that do not require college degrees, contact

Division of Innovation and Development
Office of Vocational and Adult Education
Department of Education
330 C Street., S.W., Room 4090
Washington, DC 20202

Research and information on vocational education

The National Center for Research in Vocational Education (614) 292-4353
1900 Kenny Road 1-800-848-4815
Columbus, OH 43210-1090

Report calling for major reforms within American public schools

A Nation at Risk: The Imperative for Educational Reform
National Commission on Excellence in Education
U.S. Government Printing Office
1983

Information on certification requirements and alternative certification programs in all fifty states and D.C.

Director (202) 362-3444
National Center for Education Information
4401 A Connecticut Avenue, N.W., Suite 212
Washington, DC 20008

U.S. Department of Education
Office of Intergovernmental and Interagency Affairs
Room 3073, 400 Maryland Avenue, S.W.
Washington, D.C. 20202

CONCLUSION

If you are interested in teaching K-12 grades in public schools

Basic requirements: You must have at least a bachelors degree and a provisional or permanent teaching certificate.

General information: Contact your state department of education.

Specific information: The three major sources are

1. Appropriate local school district headquarters. Consult your telephone directory or call public school for location of district office. Ask to speak to personnel or the teacher certification specialist for the district.
2. A local university which offers a teacher education program. Contact the College of Education within the university.
3. Your local Navy Campus Office. They can counsel you on college programs and financial assistance.

If you are interested in teaching vocational/technical subjects

Basic requirements: Most schools require a certain number of years of work experience, usually six to ten. Public vo-tech schools may require that you obtain teacher certification by taking several college education courses. However, they may hire you with a provisional certificate with the stipulation that you meet all requirements within a specified time frame. Private vo-tech schools usually do not require certification.

General information: Contact the state department of vocational education.

Specific information: Contact the school(s) directly to find out what subjects they teach and their hiring requirements. Consult your telephone directory for names and numbers. Remember, junior colleges teach vo-tech subjects as well. If you need help identifying schools, contact

1. Your local Navy Campus Office, or
2. Your local library. There are guidebooks which identify vo-tech schools and junior colleges around the country.

If you are interested in college level teaching, school counseling or administrative positions

Consult The Occupational Outlook Handbook, published annually by the Department of Labor and available in Navy Campus Offices and in libraries.